

# **Exhibit 1**



AMERICAN  
ARBITRATION  
ASSOCIATION®

INTERNATIONAL CENTRE  
FOR DISPUTE RESOLUTION®

1101 Laurel Oak Road, Suite 100  
Voorhees, NJ 08043  
Telephone: (856) 435-6401

July 18, 2016

Janice Nadeau  
573 Park Avenue  
Yonkers, NY 10703  
Via Email to: janusmg@hotmail.com

Lisa C. Leib, Esq.  
Equity Residential Properties Management  
2 North Riverside Plaza  
Suite 400  
Chicago, IL 60606  
Via Email to: lleib@eqr.com

Case Number: 01-16-0001-8668

Janice Nadeau  
-vs-  
Equity Residential

Dear Parties:

The employer has failed to submit payment as requested in accordance with our Employment Arbitration Rules for disputes arising out of employer-promulgated plans; accordingly, we have administratively closed our file on this matter. Any filing fees received from the employee will be refunded under separate cover.

Because the employer has failed to comply with the Employment Arbitration Rules and the Employment Due Process Protocol, we will decline to administer any future employment matter involving respondent. We ask that respondent remove our name from its arbitration agreements so there is no confusion to the public.

Pursuant to the AAA's current policy, in the normal course of our administration, the AAA may maintain certain electronic case documents in our electronic records system. Such electronic documents may not constitute a complete case file. Other than certain types of electronic case documents that the AAA maintains indefinitely, electronic case documents will be destroyed 18 months after the date of this letter.

Please email [employmentfiling@adr.org](mailto:employmentfiling@adr.org) if you have any questions and we will be happy to assist you.

Sincerely,

Employment Filing Team  
[Employmentfiling@adr.org](mailto:Employmentfiling@adr.org)  
(856) 679-4670

cc:  
Ana Ochoa